

Community Health Worker State Advisory Committee Interim Meeting

Monday, April 4, 2022, 3 p.m. - 4 p.m.

Draft Meeting Minutes

In Attendance

Advisory Committee Members

Fay Alexander, Rosario Campos, Kevin Contreras, La Kerry Dawson, Katie Gilligan, Kimberly Hiner, Robin Hollar, Jude James, Rebecca Jones, Bettye Muwwakkil, Samantha Sailsman, Tiffany Scott, Lashelle Stewart, Bradley Tritsch

MDH: Alphius Sesay, Adrienne Taylor, Tina Backe, Brett Felter

Welcome and Roll Call

Tina Backe

Opening Remarks

Kimberly Hiner thanked everyone for joining this special meeting. Review of topics covered at today's meeting.

Approval of February 28, 2022 Meeting Minutes

Rosario Campos motion to approve the February 28, 2022 minutes.

Tiffany Scott seconded.

The minutes were approved by general consensus.

Letters Overview

Kimberly Hiner provided an overview of:

- Letters sent to the Committee by Latinx community health workers and representatives and the Maryland Legislative Latino Caucus on access to equitable accredited training programs for CHWs.
- Data request on Race/Ethnicity of certified community health workers
 - Data requested was supplied to constituent and the Advisory Committee.

Community Health Worker Certification Background

- 2014 - 2015 - HB 856/SB 592 of 2014, Workgroup on Workforce Development for Community Health Workers (CHWs), established a stakeholder workgroup to study and make recommendations regarding the CHW workforce. The Department with the Maryland Insurance Administration completed the workgroup process in April 2015. Key recommendations included the CHW definition, core competencies, roles, and other recommendations for CHW certification including training exemption. The Final Report is available in English and Spanish. Full report submitted to the general assembly.
- 2016-2018 - MDH CHW Advisory Committee, organized by the MDH Office of Minority Health and Health Disparities (non-legislative) continued to meet and discuss.
- 2017 - HB1113/SB988 - Maryland Community Health Worker Act (did not pass)
 - Work with Senator Shirley Nathan-Pulliam and Senator Clarence Lam (then Delegate) on requirements of legislation
 - Key takeaways: There should be several options and pathways for CHWs to obtain training, based on their needs, their employer's needs, and other various factors.
- 2018: SB0163 (Chapter 441) - Public Health – Community Health Workers – Advisory Committee and Certification
 - Established the State Community Health Worker Advisory Committee to advise the Department regarding training and certification of CHWs
 - Required regulations for CHW certification and training program accreditation
 - Training exemption for CHWs working as a CHW on Oct. 1, 2018
 - Voluntary certification of CHWs

- Effective October 1, 2018
- 2018-2019 - Process to Maryland's CHW Certification Model
 - Advisory Committee and MDH engagement
 - Model built on past research, work, and recommendations
 - Consultant provided national landscape and best practices
 - Worked with hundreds of stakeholders to build a model that fit Maryland's CHWs Initial regulations engagement

COMAR Training Exemption (10.68.01)

The Department may exempt an individual from the completion of an accredited CHW certification training program, if the individual:

- Was occupied as a CHW on October 1, 2018;
- Completed 2000 hours of CHW experience 5 years prior to October 1, 2018 or the application date; and
- Demonstrated proficiency in the core competencies through letter of validation forms.
- The deadline for exemption is March 31, 2020. COMAR 10.68.01.

Training exemption extension

- Suspension of the effect of COMAR 10.68.01.03.C.(2), which sets the deadline for submission of a CHW certification application for exemption from the training program requirements as of March 31, 2020;
- Signed by Sec. Neall, dated March 5, 2020, proclaiming a state of emergency and a catastrophic health emergency related to COVID-19;
- Effective March 24, 2020;
- Ended June 30, 2021.

Certified CHW Race/Ethnicity Data Request

- See meeting materials for data provided.

Accredited Community Health Worker Training Programs

- Monthly webinars on the accreditation process began in February and will continue through June.
- Accredited training programs were sent an informal survey regarding language access. Ten of the eleven training programs responded. Barriers to training programs offering training in languages other than English were also gathered.

Community Health Worker Training

Kimberly Hiner: How can we support CHWs by finding training programs to meet their needs? It is important to develop a systematic approach to address CHW needs and the approach requires all hands on deck. We need to look at collaborative ways to address potential options to expand training access.

Current efforts to expand CHW training opportunities

- Grant funds from the CDC 2103 Grant "National Initiative to Address COVID-19 Health Disparities Among Populations at High-Risk and Underserved, Including Racial and Ethnic Minority Populations and Rural Communities"
- Development of accredited CHW certification training programs
- Scholarship funds for underserved / under-resourced CHW students
- Development of specialty training resources
- Collaboration with the Prevention and Health Promotion Administration on the development of specialty training resources for CHWs

Potential options to expand training access

- Leverage grant and other funding resources
- Support training program efforts to offer trainings in other languages including materials translation and bilingual trainers
- Outreach to CHW employers to support CHW training in other languages
- Sharing and communication of strategies
- Recruitment
- Engagement with employers and training programs
- Better understanding issues and challenges

Advisory Committee Discussion

Access to Wholistic and Productive Living trains in English and Spanish. Next year will train and deploy 84 CHWs.

Suggestions:

- Survey of CBO and Health Departments to see how many Latinx CHWs are employed, how many completed CHW training, and how many are certified.
- Look for community leaders to be trained and participate in decision making.

Meeting Adjourned

Tina Backe - Thanks to CHWs and the public for joining.

Tiffany Scott- motion to Adjourn;

Rosario Campos seconded;

By General Consensus the meeting was adjourned at 4 p.m.